

TRAINING ASSESSMENT

**ANALYZE THE TECHNIQUES OF
TRAINING ASSESSMENT**

TYPES OF EVALUATIONS

- **Formal**
- **Informal**

DETAILED EVALUATION PLANNING

- **Commanders intent and focus for the exercise**
- **Pre-execution checklist**
- **Level of evaluation**
- **Dates for training the evaluators**
- **Plan for conducting evaluator training**

EVALUATION PLANNING

- **Type of exercise**
- **Date of exercise**
- **Type of evaluation**
- **Support requirements**
- **Coordination for external
evaluation
support**

EVALUATION PLAN

- **Intent of the exercise and the evaluation**
- **Evaluation procedures**
- **Exercise scenario**
- **Training objective**
- **Guidance on conduct of AARs**
- **Resource guidance**

EVALUATION PLAN, CONT

- **Required coordination**
- **Evaluator's role in safety**
- **Rules of engagement**
- **Required references including those for slice units**
- **Evaluation checklist**

EVALUATOR RULES

- Train-up and rehearsal
- Know the terrain
- *Do not argue*
- Identify strengths as well as weaknesses
- Patiently observe *ALL* actions of the unit
- Do what the soldiers do
- Know OPFOR training objectives

AAR KEYPOINTS

- **Conduct during or immediately after each event**
- **Focus on intended training objectives**
- **Focus on soldier, leader and unit performance**
- **Involve all participants in discussion**
- **Use open-ended questions**
- **Relate to specific standards**
- **Determine strengths and weaknesses**
- **Link performance to subsequent training**

AAR FORMAT

- **Introduction and rules**
- **Review of training objectives**
- **Commander's mission and intent
(what was supposed to happen)**
- **Opposing force commander's
mission and intent**
- **Relevant doctrine and tactics,
techniques, and procedures**

AAR FORMAT, CONT

- **Summary of recent events (what happened?)**
- **Discussion of key issues (why it happened and how to improve)**
- **Discussion of optional issues**
- **Discussion of force protection issues (discussed throughout)**
- **Closing comments (summary)**

AAR PROCESS

- **Planning**
 - **Preparing**
 - **Conducting**
 - **Follow-UP**
- (Using AAR Results)**

PLANNING

- **Select and train qualified observer controllers (OCs)**
- **Review all pertinent publications**
- **Identify when AARs will occur**
- **Determine who will attend AARs**
- **Select potential AAR sites**
- **Choose training aids**
- **Review the AAR plan**

PREPARATION

- **Review training objectives, orders, METL, and doctrine**
- **Identify key events OCs are to observe**
- **Observe training and take notes**
- **Collect observations from other OCs**
- **Organize observations**
- **Reconnoiter the selected AAR site**
- **Prepare the AAR site**
- **Conduct rehearsal**

CONDUCT

- **Seek maximum participation**
- **Maintain focus on training objectives**
- **Constantly review teaching points**
- **Record key points**

FOLLOW UP

- **Identify tasks requiring training**
- **Fix the problem--**
 - **retrain immediately, revise SOP,**
 - integrate into future training plan**
- **Use to assist in making commander's assessment**

ASSESSMENT ACTIONS

- **Select type of evaluation**
- **Develop an evaluation plan**
- **Conduct evaluation training**
- **Conduct after-action reviews**
- **Provide feedback to the chain of command**